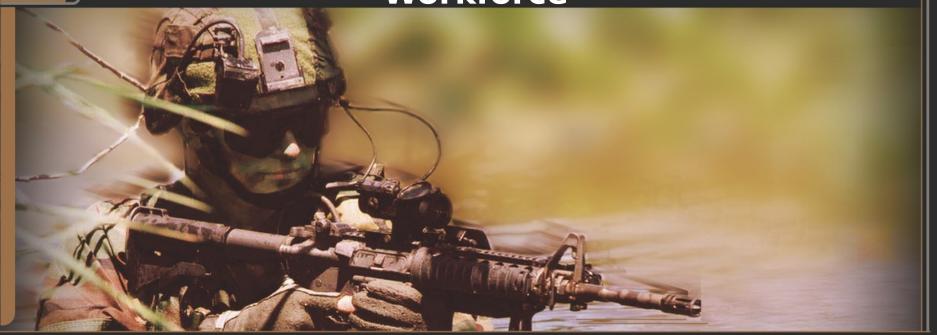


Getting the Most Out of Your Army Acquisition Logistics and Technology Workforce



The Regional Customer Support Offices



OUTLINE

- Overview (Why We Are Here, Our Goals, Our Plan)
- Incentivizing Our Workforce
 - Training Opportunities and Programs
 - Available Tools
 - Roles and Responsibilities
 - Impediments
- Current State of the AL&TWF
- What We Need from You
- Save the Date
- Looking Towards the Future



DEFENSE ACQUISITION WORKFORCE IMPROVEMENT ACT (DAWIA)

- Congress enacted DAWIA Nov 1990
- Recognized acquisition as a professional career field
- Identified career paths for military and civilians
- Established policies for effective management of the

Acquisition &

Technology Workforce:

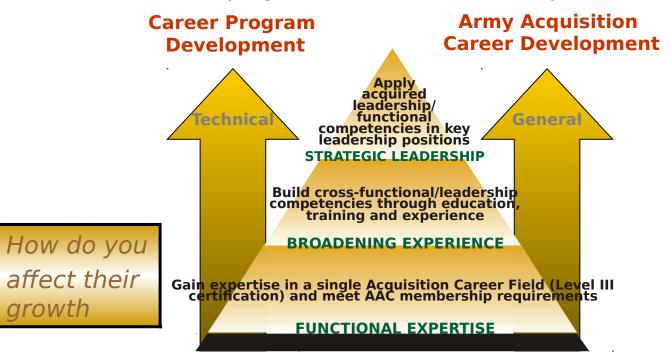
- Army Acquisition Corps (AAC)
- Acquisition Career Program Boards in each Military Department
- Central management of some acquisition positions
- Education, training, & experience requirements for acquisition positions
- Defense Acquisition University (DAU)



OBJECTIVES

A technically competent Acquisition and Technology Workforce responsive to current and future needs of the Warfighter

A clearly defined environment which supports and encourages career progression and leader development at all levels





REGIONAL CUSTOMER SERVICE OFFICE FUNCTIONS _____

Assistant Secretary of the Army (Acquisition, Logistics & Technology)

Claude M. Bolton

Director Acquisition Career Management

LTG John S. Caldwell

DDACM/ Acquisition Support Center Director

COL Mary Fuller

Acquisition
Management Branch
LTC(P) Peggy Carson

NC Region Sandy Long

NE Region Kelly Terry Southern/Western Region

Maxine Maples Kilgore

Primary DACM Representative in Regions

Senior Leadership Interface

Acquisition Career Experience Program

Certification Processing

Corps Eligible (CE) Program

Competitive Development Group (CDG) Program

Implementation of AAC Career Management Policies

Continuous Learning Points (CLP) Program

Policy and Procedures Development

Acquisition Career Record Brief (ACRB) Management and Updates

Individual Development Plan (IDP) Assistance

Regional AETE Training

Acquisition Tuition Assistance Program

Five Year Rotational Review of CAP Incumbents

Professional Development Seminars/Site Visits

Customer Assistance for CAPPMIS Issues

Board Scrub and Preparation

AAC and CAP Issues

Manage RDAP Program



GROWING YOUR WORKFORCE

EDUCATION

EXPERIENCE

Where are the opportunities?

Is Your Workforce Taking Advantage Of The Opportunities?

TRAINING



EDUCATION

ATAP

AETE

- -24 Business Hrs;
- -Degree Completion
- -Master's Degree
- -Senior Service College

EXPERIENCE

RDAP

TWI

CDG

TRAINING

Certification

DAU

- -on-line
- regional campus

Continuous Learning



GROWTH OPPORTUNITIES - REGIONAL TRAINING



Where else can you develop Skills, gain CLPS, AND have fun while doing it?





Other regional training ops include...



SNAPSHOT - THE ACQUISITON LOGISTICS & TECHNOLOGY WORKFORCE (A&TWF) HOW ARE WE DOING MEETING OUR GOALS

80% of our AL&TWF members do not have <u>any</u> CLPs captured in the IDP system

What can you do to reverse this trend?

What we can do to help?

The A&TWF is made up of civilian and military professionals who work throughout the life cycle of a system; i.e., "cradle to grave."



MANAGER/SUPERVISOR RESPONSIBILITIES

- Designate Positions As AL&TWF IAW Refined Packard Definition; Notify CPAC/CPOC And Employees.
- Develop And Execute Individual Development Plans (IDPs) In Partnership With Employees
- Encourage And Support Your Employee's Career Development
- Ensure Employee's Meet Position Certification And Continuous Learning Mandate
- Approve Continuous Learning Points (CLPs) For Completed Training
- Ensure Employees Meet Position Certification And Continuous Learning Requirements
- Develop And Mentor Employees For Future Leadership Positions

THE GROWTH AND DEVELOPMENT OF PEOPLE
IS THE HIGHEST CALLING OF LEADERSHIP



MANAGER/SUPERVISOR TOOLKIT

- REGIONAL CUSTOMER SUPPORT OFFICES
 - -Regional Directors, Regional and PERSCOM ACMs
- ONLINE DEPARTMENT (ASC Website)
- PUBLICATIONS
 - -Army AL&T Magazine
 - -AL&TWF Newsletter
 - -AET&E Catalog
 - -Career Management Handbook
- ACQUISITION CAREER MANAGEMENT ADVOCATES (ACMAS)
- ACQUISITION CAREER EXPERIENCE (ACE) PROGRAM
- VIRTUAL CENTER: ACRB, IDP, AITAS, SRPE



EMPLOYEE RESPONSIBILITIES

- Know their position Acquisition Position Category (APC)
- Understand the Certification Standards for current position Education, Training and Experience
- Develop and Execute IDP in partnership with Supervisor
- Achieve Acquisition Position Certification
- Accomplish Continuous Learning Policy Mandate
- Prepare and Maintain an IDP and ACRB
- Understand Corps Eligible and AAC Membership requirements Apply When Eligible!
- Develop Leadership Skills and Apply for Future Leadership Positions
- Be Aware of What Opportunities the AL&TWF Can Provide

Employee Ultimately Responsible for Their Career!!



AL&TWF MEMBER ADVANTAGES!

- More Competitive for Promotions
- Can Compete for Certain GS-14/15 Positions if AAC Qualified
- Eligible for Exciting Training and Educational Opportunities
- Participate in Career Broadening Assignments
- Reduces career stagnation/increases morale
- Enables you to Provide the Best Equipment and Support to the Soldiers in the Field!

People, Partnership, Leadership: "It's about people making a difference."



What We Need from You!

- Support Training
- Ensure Certification/Continuous Learning Policy compliance
- Quality?? Senior Rater Potential Evaluation
- Participation in Development Programs
 - RDAP and CDG
 - ACE
 - Developmental Positions
 - Authorizations
 - •Internship Opportunities upon graduation
- Help your employees become the BEST they can be!!!



What Do You Need from Us?

PLEASE TELL US



WHAT IS IN THE WORKS

- OSD Marketing Campaign
 - Acquisition Careers Website
 - Central Referral System (USAJOBS, DOD-wide)
- OSD Streamlining DAWIA
- OSD Alternative Certification through Private Concerns
- DAU Fort Monmouth will become as the newest resident DAU facility.
- Army
 - New SRPE form
 - being staffed through Unions
 - aligns more closely with the OER
 - Virtual Training Center for our various automation tools (i.e.

ACRB, IDP)



MARK YOUR CALENDARS

- PM WORKSHOPS
 - Fort Monmouth, 10SEP2003
 - Fort Belvoir, TBD
- BOARDS
 - COMPETITIVE DEVELOPMENT GROUP
 - PM
 - ATAP (Announcement Closes 05SEP2003)
- ACE YG04 Recruiting Campaign
- CDG YG01 Graduation, 25SEP2003
- CDG YG05 Orientation, TBD, pending Board Results
- Council of Colonels for the Command Select List, 16-17SEP2004
- Army Acquisition Corps Ball, 05OCT2003. Hyatt Regency Crystal City, Arlington, VA
- 2003 Annual AUSA Meeting, 06-08OCT2003 "The Army -- At War and Transforming", Sponsored by AUSA, Washington, D.C.